



MD Community of Practice for Supporting Families Webinar Series

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Webinar # 26 – October 13, 2020

## *Self-Employment*



Hosted by the Developmental Disabilities Administration

Facilitated by Mary Anne Kane-Breschi

*Director of Family Supports*



# CHARTING the LifeCourse





# All People

Have the right to live, love, learn, work and pursue their aspirations in their community.





# National Disability Employment Awareness Month

**AMERICA'S RECOVERY  
POWERED BY INCLUSION**  
National Disability Employment Awareness Month

  **OFFICE OF DISABILITY EMPLOYMENT POLICY**  
UNITED STATES DEPARTMENT OF LABOR

**#NDEAM**  
[dol.gov/odep](http://dol.gov/odep)



# Special Guests

**Kathleen Walker, DDA**

*Acting Statewide Career and Employment Services Coordinator*

**Corey Smith, Griffin-Hammis Associates**

*Senior Consultant*

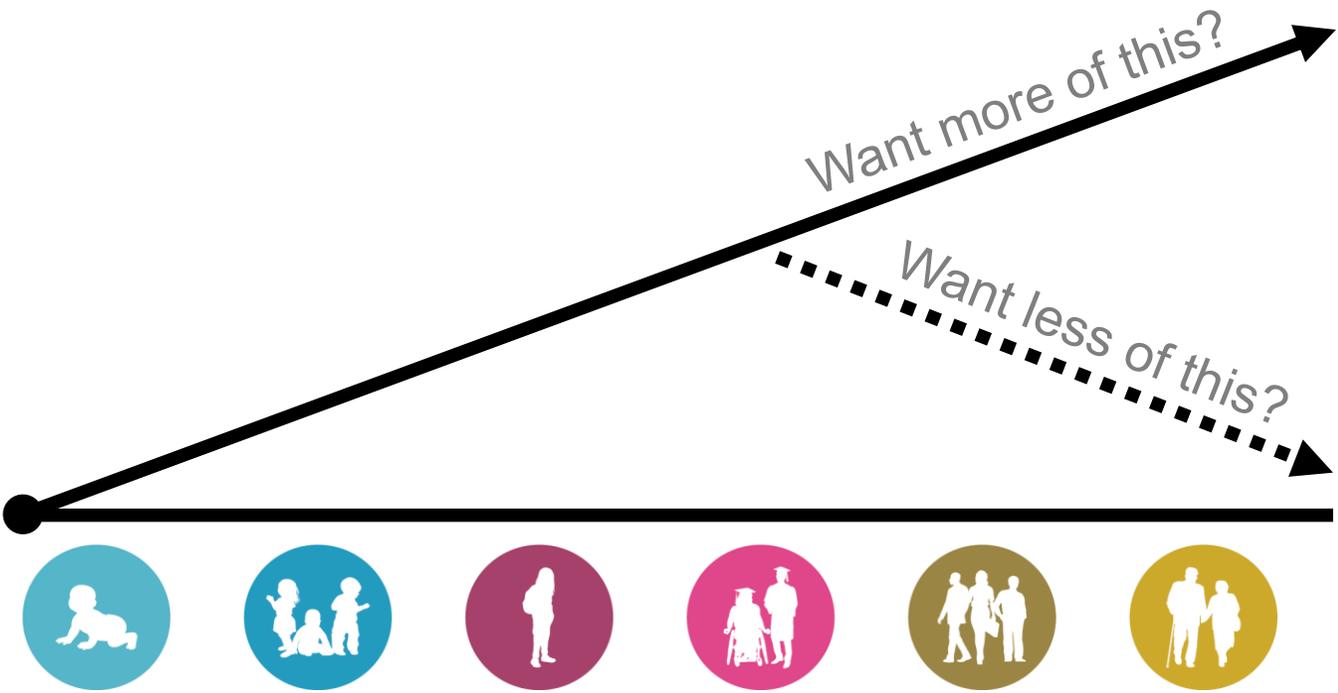
**Mara Clawson, Artist & Business Owner**

*When Colors Get Along*

**Michelle Marks, Mara's Mom**



# DDA's Employment First Trajectory



Employment First, community membership, person-centered, flexibility, capacity, quality, seamless transition, and more...

Unemployment, isolation, poverty, segregation, restriction, lack of choice, low expectations, eligibility-supports-only lives...

There are an Unlimited Number of Ways to Make a Living!!! Self-Employment as a Career Option for some Families

- Corey Smith
- Senior Consultant
- Griffin-Hammis Associates Inc

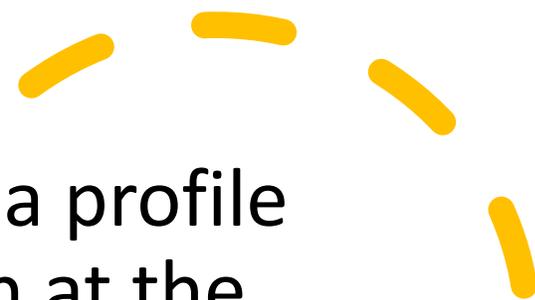


# Customized Employment & the Need to Discover Personal Genius

- Customized Employment (CE) is a newer person- centered employment strategy that builds on all we have learned from supported employment and takes a more Entrepreneurial approach
- It is based upon an individual determination of strengths, needs & interests, of the person with a disability, & is designed to meet the needs of both or **using self-employment options**



# What is Discovery?



The common goal is a profile describing the person at the present time and to answer the basic question:

“ Who is this individual?”

# The Discovering Process aka Discovering Personal Genius

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Discovery is a structured Process

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Getting to know an individuals Skills, Interests, ideal work culture, tasks, personal attributes

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The more folks involved, the more diversity of ideas for employment.

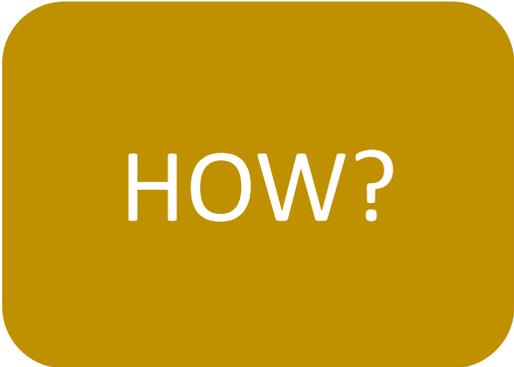
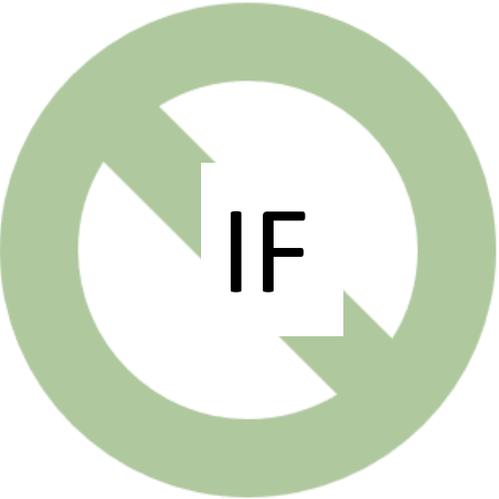
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The best way to get lots of ideas is ask people.

Every problem has a solution.

- David Hammis

# Asking the Right Question





Starting  
something  
from  
nothing

<https://www.youtube.com/watch?v=OwGtduaEeyI>

# Discovering Mike “WOW what a Ride”

- Polka??????
- Electronics
- Television Camera's
- Dark Room Photography “NOT Digital”
- Jolly Joe Timmer
- The New Guy
- Mobile Polka DJ



# Self- Employment

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Self-Employment is the fastest area of growth in the job market

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A number of resources now exist to help.

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Maryland Department of Vocational Rehabilitation Services, Maryland Department of Disabilities Administration (DDA), Small Business Development Centers, SCORE groups, Community Action Offices

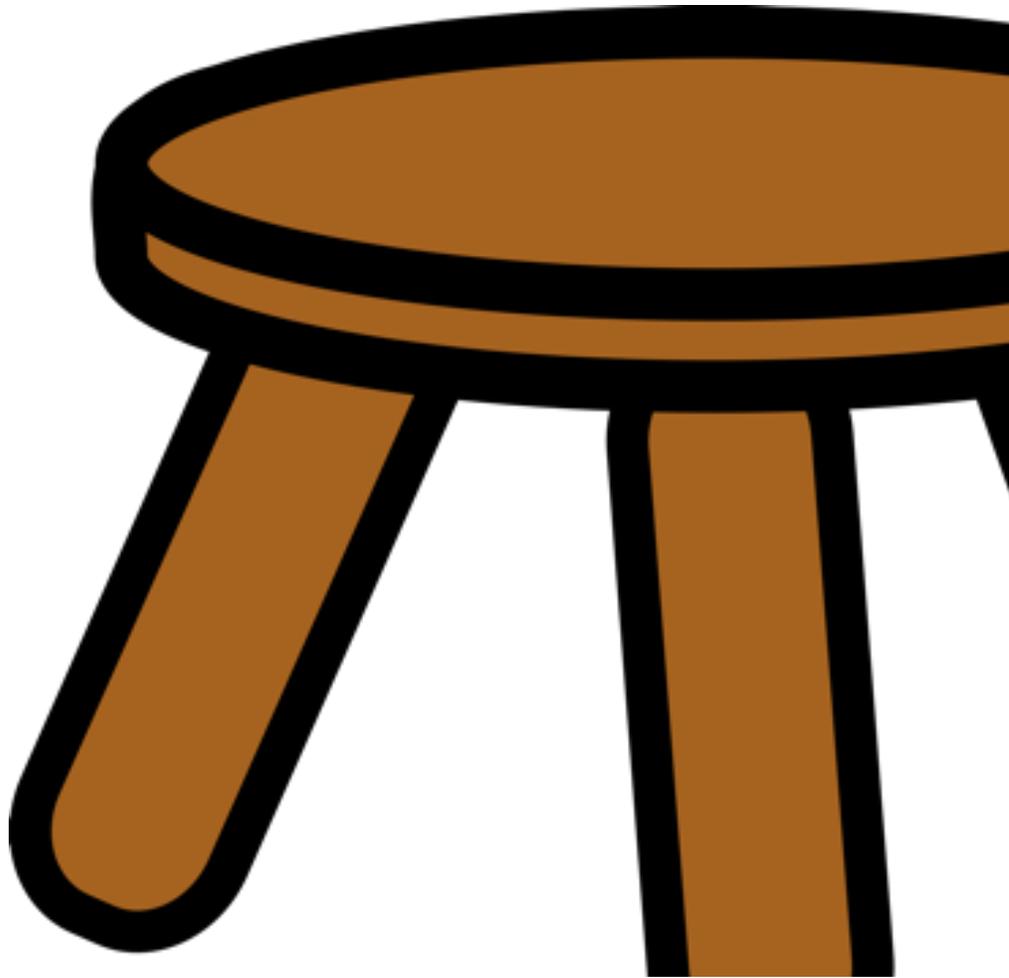
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etc. People with disabilities can maintain much higher \$\$\$\$ resources/assets with self-employment versus wage employment

# Self-Employment & the Three Legged Stool

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- It has to be good fit for the job seeker
- It has to be a viable idea & not just a hobby
- The needed supports have to be available





# Developing the Community Action Team



# Renaldo's Community Action Team

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- 8 people meet every month to support Renaldo
- Paintings selling for \$500 a piece
- Renaldo's art is featured all over the country
- Renaldo has a tremendously supportive family
- One year before the pandemic he made \$27,000

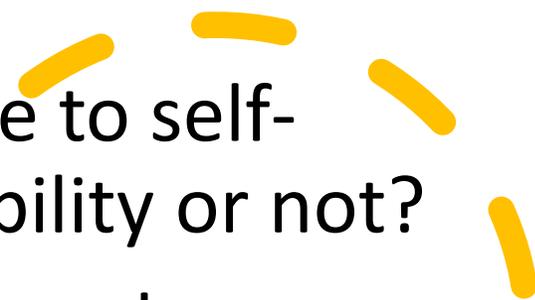


# Funding Small Business start-up

- Social Security Plan for Achieving Self-Support (PASS)
- Medicaid-Waiver and State General Fund
- Maryland Voc Rehab
- One-Stop Centers
- Personal/Earnings/Families/Loans



Self-  
Employment  
as a natural  
choice for  
People with  
Disabilities?

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- What drives people to self-employment, disability or not?
  - Employment Independence (self employed)
  - Natural Skills/talents that are marketable
  - Increased Financial Potential
  - Creative Freedom



# Exploring Business Feasibility

- Feasibility Testing: How do we know this business can make it?
- Variables: It fits the person; it fits the Market; It generates a reasonable Wage; It Generates more than it Costs; It Does not allow the Person to look incompetent; It helps someone Achieves a Short-Term Financial or Personal Goal



# Operations

- How is the business going to operate?
- What work will the Potential Business Owner PBO perform?
- (PBO Person with a disability)
- How will other work get done? Who will do it?
- Marketing?
- Sales?
- Accounting/Taxes?

Thomas





# Branding & Marketing



# Shipping & Receiving

# Thomas Business Supports

- Thomas received a \$5,000 grant from the South Carolina DD Council
- Thomas's Mom & Dad have put a life -time into supporting his love of all things fishing, museums, art, drawing
- Thomas has a job coach that helps with day to day connecting with customers, developing new designs, shipping & receiving
- Mom and dad are involved with business planning, working with Social Security, developing a web-site, etc...

Self-  
Employment  
is not for  
everyone!!

- It's a personal choice
- Must consider:
- Financial position and funding
- Availability/quality of business and personal supports
- Viability of the business idea

# Contact:

- Corey Smith
- Senior Consultant
- Griffin-Hammis Associates
- [csmith@griffinhammis.com](mailto:csmith@griffinhammis.com)
- (267) 221-8041

# *My Art Business: When Colors Get Along®*

*Mara Clawson*



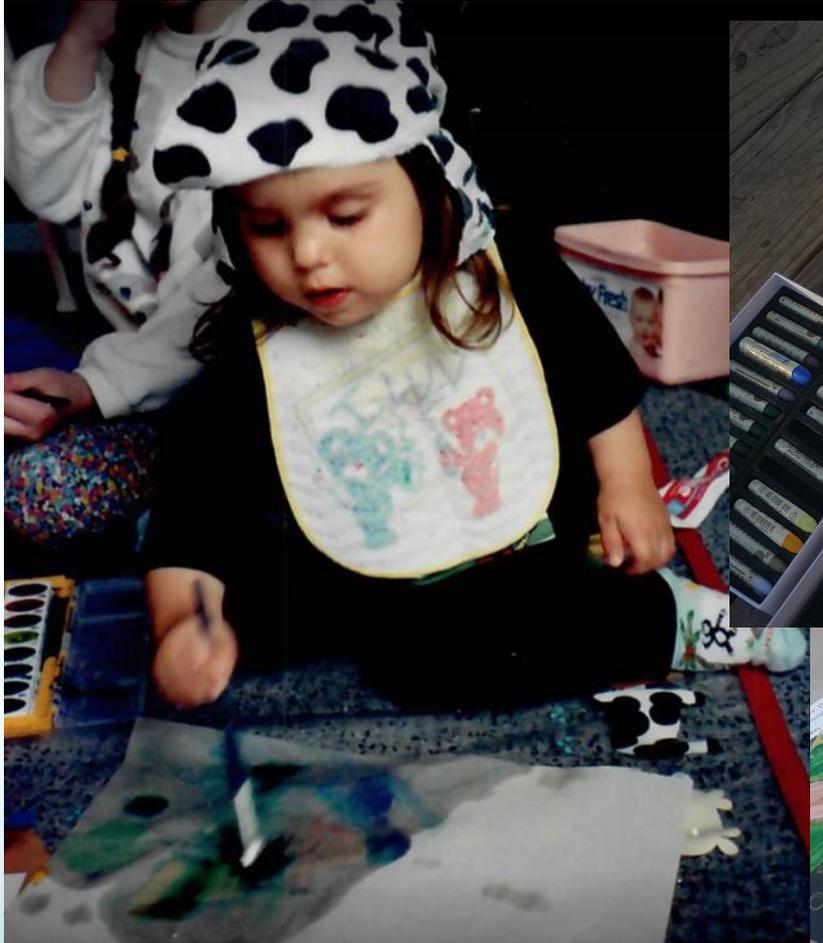
MD Community of Practice for Supporting Families  
Webinar on Self-Employment  
The Maryland Developmental Disabilities Administration

*Sincere thanks to MD DDA for inviting me!*

# *What I will share with you today*

- About me and my business
- Creating the business
- Operating the business
- Accomplishments

# *Art is my life*



I always love drawing and painting my whole life.

# When Colors Get Along®



*MaraClawson.com*

- Portfolio
- About
- Shop
- Contact

© 2015 – 2021 Mara Clawson.



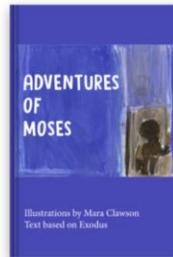
ACRYLIC BLOCKS



FABRIC PRODUCTS



GREETING CARDS

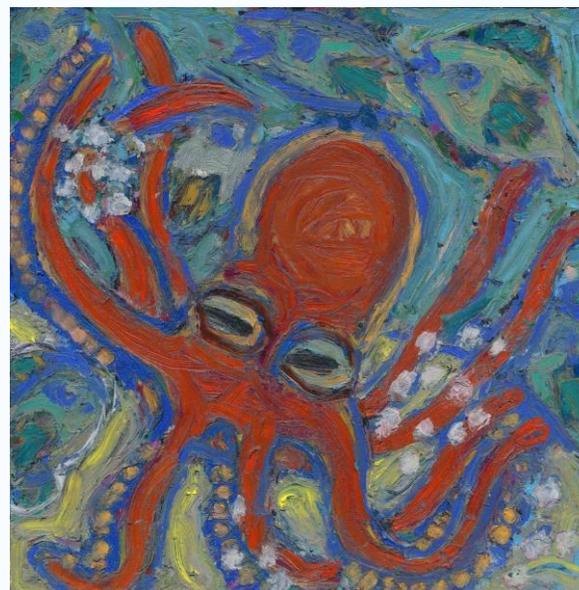
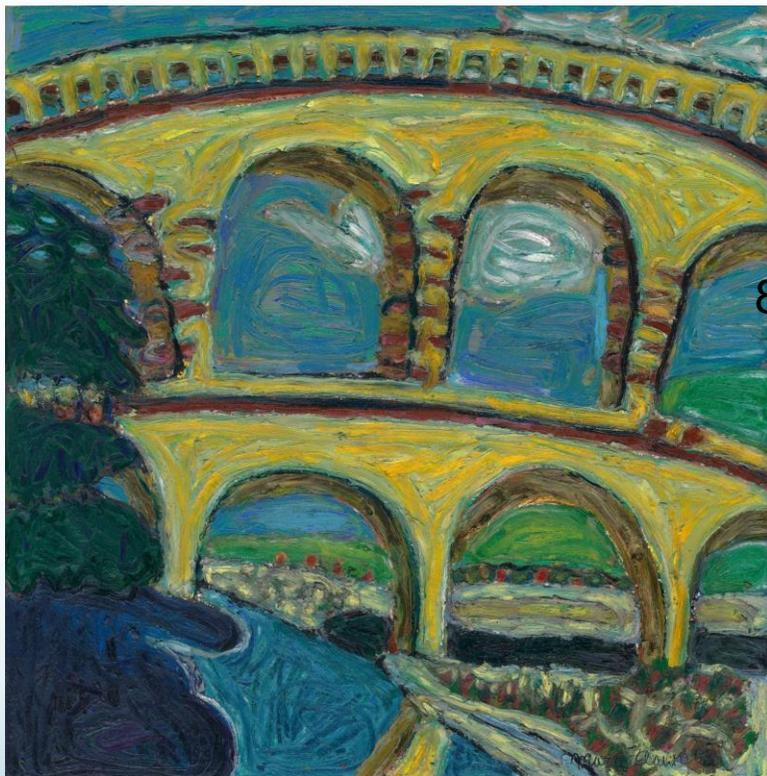


BOOK

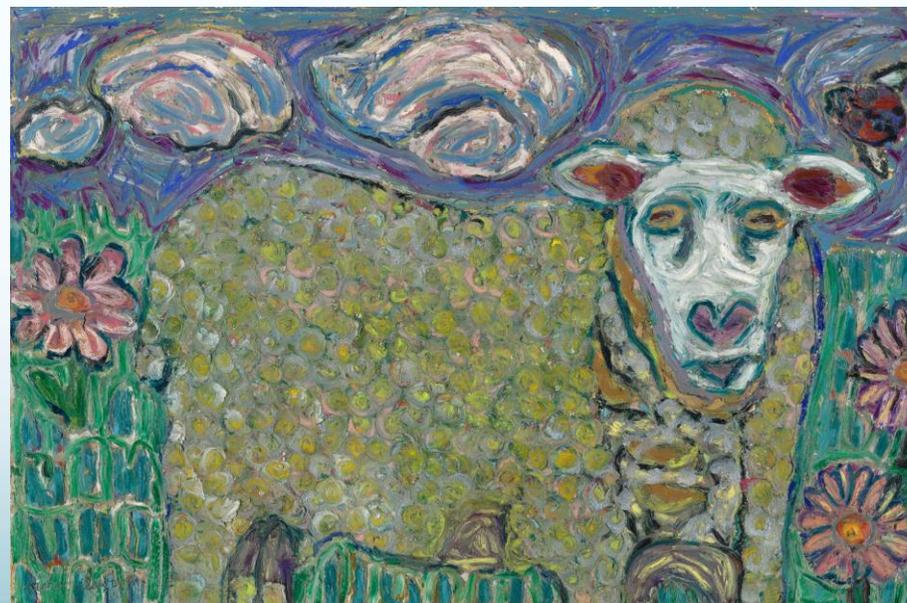


SHOP MAINSTREET

# *My artwork*



81009518



# *My self-employment income*

- I sell:
  - Original art
  - Art products
  - Commissioned art
  - Licensed art
- Public speaking



# *Public Speaking*

## *Sharing my story*



*Kennedy Center/VSA  
Panel at The US Dept. of Education*



*Interviewed on KPRC in Houston during ReelAbilities  
Festival*

# *Creating the Business*

- Mara's joy creating and sharing art
- Positive reactions from art collectors and community
- Mara's desire to earn income selling art
- Self Direction (outstanding Support Broker)
- Mara's medical needs limited other options
- Family involvement
- Art + business mentors
- DORS' RISE business development grant

*I love creating and sharing my art*



*Positive reactions  
from art collectors and  
community*



# *Earning income selling my art*





# *Self Direction*

Gail Godwin &  
Shared Support Maryland:

Support Broker provides

- Connections to invaluable resources
- Helps me find + hire wonderful DSPs
- Guidance with Self-Direction

Built "TEAM MARA"



## *Reach Independence Through Self-Employment (RISE) Program*

Maryland Division of Rehabilitation Services (DORS)  
awarded Mara  
a RISE Program Grant (2017-2020)

# *Operating the business*

*Co-workers, Mentors, & Family help me learn how to build and run my business.*



# Co-workers, Mentors, & Family



*One year of virtual supports...(thank you DDA*



# It Takes a Village

Thank you to Maryland DORS, DDA, Sponsors, and "Team Mara"



# Accomplishments

- Prizewinner in national juried exhibitions
  - 4 museum curators selected my work for exhibitions
  - VSA Emerging Young Artists with Disabilities prizewinner
- Intellectual property
  - Trademarks & Copyrights
- Profitable business
- A wonderful + meaningful life



# *Art competitions and awards*



# *A wonderful + meaningful life*

- Identity
  - Art makes me who I am
- Enjoyment
  - I love making art and sharing it
- Purpose
  - Earning income with my art
  - Making people happy
- Family & friends
  - Art helps me meet people
  - Love and memories are the most powerful things

# *A wonderful + meaningful life*

I want to fall in love, get married, and have my own family. I'm looking for the right guy for me.

Do you have any suggestions?



David Rochkind's documentary film about Mara

A STORY OF LOVE, ART AND THE WILL TO SURVIVE

# LIVING ART

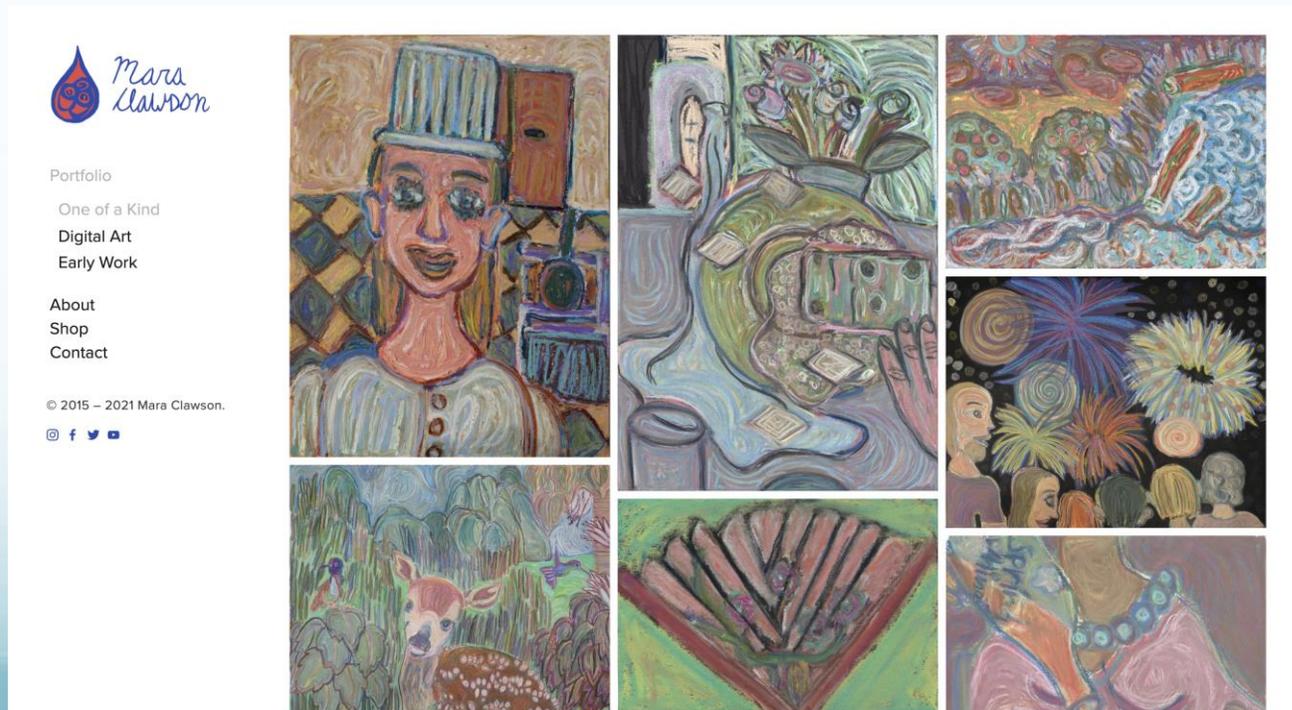


# *Living Art*



# Let's Connect!

*Website:* [MaraClawson.com](http://MaraClawson.com)  
*Email:* [Mara@MaraClawson.com](mailto:Mara@MaraClawson.com)  
*Facebook:* [@MaraClawsonArt](https://www.facebook.com/MaraClawsonArt)  
*Instagram:* [@WhenColorsGetAlong](https://www.instagram.com/WhenColorsGetAlong)



# *Family Perspective*

## *Self-Employment: Is it for your family?*

- Be willing and able to put in the time and effort to help your family member build a business.
- Focus on what your family member enjoys doing. How can you use that to generate income?
- Find and build relationships with mentors and resources. Research, attend programs, and reach out to others in the field.
- Comply with laws of the IRS, SSA, MD Dept. of Assessments and Taxation, etc.
- Try to make it fun.



# Additional Resources for Employment

## Technology

### MD Technology Assistance Program

<http://mdod.maryland.gov/mdtap/Pages/MDTAP-Home.aspx>

### Connect Using

- ZOOM Call/Web Conferencing
- Google Hangouts
- Messenger
- Portal
- Facebook

### APSE Remote Supports -

<https://apse.org/wp-content/uploads/2020/04/Remote-Supports-FAQ.pdf>

### Griffin Hammis Associates Resources on Transition, Technology, and Customized Employment

<https://www.griffinhammis.com/resources/past-webinars/>

## Community Based

### Charting the LifeCourse (CtLC) Learning Tools

<https://www.lifecoursetools.com/learning-materials/>

### MD Public Libraries (check out online learning through local libraries)

- Online Library

### Contact Local Businesses through your Local Chamber of Commerce

[https://mdchamber.org/resources\\_trashed/maryland-chamber-federation-2/](https://mdchamber.org/resources_trashed/maryland-chamber-federation-2/)

### MDOD Job Seeker Fact Sheet Library

<http://mdod.maryland.gov/employment/Pages/jsfactsheets.aspx>

### Maryland ABLE Accounts

<https://mdtransitions.org/maryland-able-accounts/>

### MD ONESTOP <https://onestop.md.gov/>

### Think College Family Resources

<https://thinkcollege.net/family-resources>

## Eligibility Specific

- **MD Developmental Disabilities Administration (DDA)**  
<https://dda.health.maryland.gov/Pages/TY.aspx>
- **Appendix K**  
[https://dda.health.maryland.gov/Pages/DDA\\_Appendix\\_K.aspx](https://dda.health.maryland.gov/Pages/DDA_Appendix_K.aspx)
- **MD Division of Rehabilitation Services (DORS)**  
[dors.Maryland.gov](https://dors.maryland.gov)
- **MD Department of Disabilities**  
<http://mdod.maryland.gov/>
- **Social Security Administration**  
<https://www.ssa.gov/>
- **National Collaborative on Workforce + Disability** <http://www.ncwd-youth.info/>
- **School to Work**  
<https://dda.health.maryland.gov/Pages/Developments/2015/School%20to%20Work1.pdf>
- **Parent's Place Maryland**  
[https://www.ppmid.org/resource\\_category/transition](https://www.ppmid.org/resource_category/transition)
- **Ticket to Work** <https://www.ticket2workmd.org/>
- **MD Benefits Counseling**  
<https://www.mdbenefitscounseling.org/>



# Questions?

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Webinar – Chat /Question Box

Services & Supports – Contact DDA Local Regional Office



Thank You!

Please join us on *November 10th at Noon*

for our next webinar:

*Maryland Caregiver Resources,  
Supports & Services*

**Jennifer Eastman**

Director, Community Living Policy  
Department of Disabilities

**Chris Stewart**

NFCSP Program Manager, Program Monitor  
Client and Community Services Division  
Maryland Department of Aging